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30 June 1988

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line discussion
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MEMORANDUM FOR: DI Personnel

FROM: DI Management Advisory Group

SUBJECT: 24 June DIMAG Meeting with DDI

1. The DDI addressed several areas of analyst concern with the DIMAG on 24 June.

2. On ADP, the DDI said the simple facts are that decisions generally are not driven from the bottom (i.e. analyst) up, but by OIT hardware requirements. Although he thinks that analyst inputs--such as through the Information Systems Advisory Group--are a good idea, he cannot guarantee that they will have an immediate impact. Although he doubts whether the PBX system will ever operate perfectly, he is optimistic that OIR will substantially alleviate or bypass PBX and other problems in the near future. Several interesting new programs are being developed.

DMA
PDI
All the help
we need.

DDA Reg.

3. The DDI said that many of the problems with the analyst work environment were similar to those with ADP, that is, the DDI has little input into most of the decisions. (Conversion into bullpens, for example, is an office-level decision.) He blamed most of the problems--particularly with the new building--on lack of funds. The situation is not likely to improve anytime soon, but probably will not get worse. He sees little or no expansion of the DI in the next few years, in part because the peripheral (space, equipment etc.) costs are too high. He is sympathetic to analyst concerns about parking, but stressed that in the DI, analyst work requirements should have priority over carpool considerations.

4. The DIMAG broached the topic of problems some analysts experienced in transferring from office to office within the DI, namely, that because their division chief and/or office director had to OK the release of their personnel folders, they perceived that they were branded as malcontents if they wound up not getting the job. The DDI said he saw no reason why analyst files cannot be transferred in confidence, and noted that the directorate had, as far as he knew, no rule regarding transfer procedures. He said that he would investigate. (Note: After the DDI left the room, a DIMAG member noted that the DI Personnel office will transfer files in confidence when requested by the applicant. Contact Bill [redacted] in Personnel.)

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5. On headroom, the DDI noted that "bulge" problems frequently occur in the directorate, but that they generally tend to work themselves out. He said he will use the senior analyst

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program more aggressively to provide slots for GS-15 and SIS analysts, but implied that this will depend on office directors favoring senior slots in their new "point" allocation system.

6. On the review process, the DDI said that he is not opposed to another analyst survey on the matter, if analysts want one. He does not see one as essential at this time, however, because he thinks he understands the difficulties frequently involved in the process, which are often "people problems," not "system problems." He believes that OTE's recently developed courses for new branch chiefs will help improve the situation.

7. On ~~insurance~~, the DDI said that ~~much of the information being passed on the FOA network was simply wrong~~. He said he would not go into specifics, but said that he finds a requirement for ~~a single mandatory program~~ "incomprehensible" and characterized the chances such a program will be imposed as "very unlikely." He noted that there will soon be an insurance information program in the bubble.

*Wonder why he?
Voted for it?*

8. The DDI noted that several changes in research emphasis and/or directorate organization will inevitably follow the presidential transition, whether Bush or Dukakis. He sees Central America, Pakistan, and China as being key areas of concern for policymakers in the new administration. He added that we are likely to experience new challenges in dealing with our "independent friends" around the world.

9. Following the DDI's departure, the DIMAG decided not to pursue a formal analyst survey on the review process, at least for now. We encourage continued discussion of review problems in the FOA and DIMAG conferences.

10. The DIMAG will invite an OIT representative to its July or August meetings to discuss the future ADP improvements mentioned by the DDI.

11. The DIMAG will also try to obtain a briefer on the current status of the insurance proposal(s).

12. SUGGESTIONS FOR TOPICS FOR THE 6 JULY MEETING ARE WELCOME! PLEASE ADVISE YOUR DIMAG REPRESENTATIVE OR POST THEM IN THE DIMAG CONFERENCE.

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